



CITY OF LODI COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Amending the Memorandum of Understanding with the Lodi Professional Firefighters for the Period July 1, 2007 to March 31, 2009

MEETING DATE: July 2, 2008

PREPARED BY: Dean Gualco, Human Resources Manager

RECOMMENDED ACTION: Adopt resolution amending the Memorandum of Understanding with the Lodi Professional Firefighters Performance Incentive Bonus program.

BACKGROUND INFORMATION: The California Public Employees' Retirement System (CalPERS) Compensation Review Unit reviewed compensation reported by the City of Lodi. CALPers determined that Article VI of the Lodi Professional Firefighters Memorandum of Understanding (MOU) does not meet the criteria for the bonus to continue to be tracked as salary for purposes of calculating retirement benefits, as outlined in the California Code of Regulations (CCR) Section 571 9a)(1).

CALPERS permits the Lodi City Council to declare by adoption of a resolution changing the Employee Incentive program to a Compensation/Loyalty Incentive program. This will maintain compliance under California Code of Regulations (CCR) Section 571 9a)(1) and for the purpose of retirement calculations. Adoption of such a resolution is deemed necessary to secure accurate figures upon retirement for those employees represented under the Lodi Professional Firefighters Association.

FISCAL IMPACT: Adoption of this Resolution allows the City to continue an existing employee incentive program to be counted towards retirement benefit calculations. There is no additional fiscal impact.

FUNDING AVAILABLE: Compensation/Loyalty Incentive program funding was approved in the 2008-2009 Fire Department budget.

James Krueger, Deputy City Manager

APPROVED: _____
Blair King, City Manager

RESOLUTION NO. 2008-_____

A RESOLUTION OF THE LODI CITY
COUNCIL AMENDING THE MEMORANDUM
OF UNDERSTANDING WITH THE LODI
PROFESSIONAL FIREFIGHTERS

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council hereby amends the Memorandum of Understanding (MOU) with the Lodi Professional Firefighters (attached hereto as Exhibit A), Performance Incentive program to the Additional Compensation/Loyalty Incentive program.

Dated: July 2, 2008

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I hereby certify that Resolution No. 2008-_____ was passed and adopted by the City Council of the City of Lodi in a regular meeting held July 2, 2008, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL
City Clerk

2008-_____


LETTER OF AGREEMENT
BETWEEN
CITY OF LODI AND LODI PROFESSIONAL FIREFIGHTERS

This agreement is to amend Article XIV, Performance Incentive Bonus as follows:

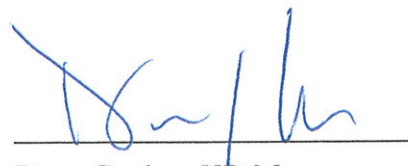
Additional Compensation/Loyalty Program

After completing ten years of service with the Lodi Fire Department, covered employees shall receive an annual loyalty compensation amount of \$1,500 on November 1st after they complete ~~following completion~~ of ten years of service and each year thereafter until completing twenty years of service with the Lodi Fire Department. For example: If an employee completes 10 years of service on October 30, 2008, they would receive the loyalty compensation in November of that same year. By contrast, if an employee completes ten years of service on November 1, 2008, they would receive the loyalty compensation in November of the following year. Employees who have completed twenty years of service with the Lodi Fire Department will receive an annual loyalty compensation amount of \$3,000 on November 1st after they complete ~~following completion~~ twenty full years of service and each year thereafter.

~~For the purposes of this article, all employees, who as of October 31st, meet the service level requirements (either ten full years or twenty full years from the first day of the month in which they started their employment with the City of Lodi Fire Department) shall receive the loyalty compensation associated with their years of service with the Lodi Fire Department.~~


Brad Doell, Fire

Date: 5/12/08


Dean Gualco, HR Manager

Date: 5.28.08